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| Job Title: | Pathway Cricket Coach | | |
| Department/Group: | Performance | Reporting to: | Performance Director |
| Location: | Flexible within Oxfordshire | Travel Required: | Yes |
| Salary: | Hourly for coaching hours Daily rate for match days | Position Type: | Casual |

| Role Description |
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| <p>AIMS OF THE ROLE</p> <p>Oxfordshire Cricket's Mission is:</p> <p>'To develop and protect the future of Cricket by making it a sport of choice in Oxfordshire'</p> <p>Our vision is to deliver a sustainable and high-performing talent development system, which through an aligned and coherent approach aims to;</p> <ul style="list-style-type: none"> ● Support and inspire individuals to thrive and stay in the game ● Sustain a talent pipeline that populates recreational and professional cricket ● Produce repeated and long-term performance achievements <p>The purpose of this role is to support the Board to achieve the stated mission and to work closely with the Performance Director and Pathway Managers' to deliver a sustainable and high-performing talent development system. The postholder will play an influential role in developing a constant stream of players through an effective and evolving pathway, delivering talent development environments, coaching and outstanding player support to girls and boys between the ages of 8 and 18.</p> <p>ROLE AND RESPONSIBILITIES</p> <ul style="list-style-type: none"> ● Pathway Programme <ul style="list-style-type: none"> ○ Coaching - Deliver talent development environments and outstanding player support to maximise the potential and performance of players and teams in training and competition when assigned as a Lead Coach or Coach during the winter and summer programmes. ○ Programme delivery - Ensure that girls and boys aged between 8 and 18 have opportunities to be identified, developed and selected, and that pathway experiences foster a lifelong enjoyment and connection with the game. ○ Age Group management - Complete administrative tasks associated with age groups during preparation and competition programme phases, including the player feedback process, match information and end of season tasks. ○ Safeguarding - Maintain the highest standards of safeguarding provision, player welfare and pastoral care to establish safe, and supportive environments at all times. |

Oxfordshire Cricket

- **Talent Identification and selection** - Align to the player recruitment processes that assist the identification of talent and ensure that informed, and meritocratic talent selection decisions are made without bias.
- **Key Relationships** - Communicate and interact effectively with players, parents or guardians, officials, pathway coaches' and pathway managers' in order to successfully deliver the annual pathway programme and to support the long-term development of pathway players.
- **Talent Development System** – Deliver coaching and support within other talent development programmes when offered coaching assignments or directed by pathway managers' or the performance director.
- **Links to Participation** – Further relationships with the local schools and clubs to track the development trajectory of players with the pathway and to encourage participation within the local cricket community.

QUALIFICATIONS AND EDUCATION REQUIREMENTS

- ECB Level 2/ECB Core Coach or above (essential)
- ECB Enhanced DBS certified (essential)
- Safeguarding Young Cricketers and First Aid certificated (essential)
- ECB Coaches Association member (essential)
- Valid full driving licence with the ability to travel independently and use of own car (essential)

PREFERRED SKILLS

- **Professional Knowledge** - An understanding of talent development programmes and talent development, and the ability to deliver coaching and support to players aged between 8 and 18 years of age.
- **Stakeholder Management** – Able to maintain effective relationships with the people who have the most impact on the role, both internally and externally. Communicating with each one in the 'right way' to collectively achieve. Recognising each stakeholder may require a different approach to achieve desired outcomes.
- **Planning and Organising** – Able to map out the stages of work required and get them completed utilising the resources available.
- **Adaptability** – Able to adjust to the different conditions that they may face in the role. Understanding what the correct thing to do is to achieve.
- **Behaviours** - Able to work independently and as part of a team. Able to adhere to policies and maintain professional boundaries, particularly when working with pathway players between the ages of 8 and 18.

ADDITIONAL NOTES

- The role holder will work on a flexible, "as required" basis and will be offered work assignments extensively-on weekends and evenings. There are no normal hours of work and this role will require an exceptional amount of flexibility. However, Oxfordshire Cricket is committed to the wellbeing of its employees and will ensure that the role holder has required working breaks.
- This role description contains the main responsibilities of the pathway cricket coach role and does not describe in detail all of the duties that may be required to be carried out. The responsibilities relating to this position are typically carried out at varying times of the pathway programme year or as directed by performance director or pathway managers.
- Oxfordshire Cricket are committed to being an Equal Opportunities Employer and all positions are subject to a safer recruitment process. Individuals must have the right to live and work in the United Kingdom and only shortlisted candidates will be notified and invited to interview.

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| Reviewed By: | Chris Parkinson & Matthew Barnes | Date: | 3rd November 2022 |
| Approved By: | Chris Clements | Date: | 3rd November 2022 |
| Last Updated By: | Matthew Barnes | Date: | 25th October 2022 |